Message from the President

By Doug Griffith, Division 21 President

As this will be the last print version of the newsletter during my tenure as Division President, and could be the last print version of the Division newsletter ever (see the Division 21 Survey Results in this newsletter), I shall use this space to present my valedictory message. (If you are not on the division listserv, it would be a good idea to get on the Division listserv, or at least to check the Division website, www.apa.org/divisions/div21, periodically). Let me begin by saying that it has been a great honor to serve as the Division 21 President. A reading of the list of past Division 21 presidents leaves me in a state of awe.

I want to thank all who have supported me throughout my tenure. Some positions, however, involve heavy lifting and are worthy of special note. Scott Shappell served in two of these heavy lifting roles. First, he served as the Secretary-Treasurer, an Executive Council Position that involves real work! He also served as the Program Chair for the Annual Meeting. John Ruffner did an outstanding job as the Division 21 Chair for our joint mid-year meeting with Division 19. Henry Emurian, our webmaster, is a true wonder. Not only has he significantly enhanced our website, but I think he must have the quickest time to respond of any webmaster in the world. Sometimes I think that Henry must be at a computer 24/7. Ray King is our membership chair. As he is the first member that prospective members encounter when they join the division, his position has special importance. Thanks to Haydee Cuevas, our representative to the APA student group, for her many efforts. Perhaps the most noteworthy of which is the instigation of a Young Investigator Award for our annual meeting. And last, but certainly not least, is Bryan Clark, our newsletter editor. He has done an outstanding job of editing what might be our last print newsletters and leading the transition to the new electronic format.

Unfortunately, when I review my accomplishments as President, I find that they are slim. My one concrete accomplishment is the establishment of a mentorship program. I want to thank all who
have agreed to serve as mentors. I see the mentorship program as being one of the key vehicles for building the division. My primary goal was to grow the Division, but my leadership has proven woefully inadequate for this task. Knowledge that this problem has been a chronic one for the Division (Parsons, 1999) provides scant consolation. I do hope to continue working on growing the Division. I also want to work on getting engineering psychology into introductory psychology texts. Dave Schroeder and I will be working on an information package to send to textbook publishers. I think it would also be useful to promote an APA initiative to assure adequate coverage of important areas of psychology in introductory psychology texts.

I am fortunate to have Debbie Boehm-Davis succeeding me. As I am sure you know, Debbie has been President of the Human Factors and Ergonomics Society. Debbie has plans for growing the division that give me optimism. She has negotiated an agreement with APA Division Services for providing support for many of the Division’s administrative tasks, which should result in savings for the Division while freeing up the Secretary-Treasurer and Membership Chair for more important efforts.

Reference

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**Membership News**

**Congratulations!**

Our Division has many members to be proud of this year. Please congratulate them the next time you see them!

**Division 21 Award winners for 2004!**

**George E. Briggs Dissertation Award**

Tal Oron-Gilad, Ph.D.

“Alertness Maintaining Tasks in Driving.”

**Earl Alluisi Award for Early Career Achievement**

J. Gregory Trafton, Ph.D.

**Franklin V. Taylor Award for outstanding contributions to the field of Applied Experimental and Engineering Psychology**

Raja Parasuraman, Ph.D.

**Other News**

Raymond King, Psy.D, was elected Fellow of the Aerospace Medical Association (AsMA) during their last meeting in Anchorage, AK. He was also elected President-Elect of the Aerospace Human Factors Association (AsHFA), a constituent organization of AsMA. He also maintains the duties of AsHFA Newsletter Editor.

Raja Parasuraman, Fellow, Division 21 of APA, will be moving from the Catholic University of America, Washington DC, to George Mason University, Fairfax, VA, in the summer of 2004. He will be taking up a position as Professor of Psychology and will join their program in Human Factors and Applied Cognition.
The Division 21 Community

ALOHA!

The 2004 Annual Meeting is being held in Hawaii. Do not miss this rare opportunity to visit Hawaii and attend the convention. Please find the Division 21 Meeting Schedule on page 16 of this newsletter. More information can also be found by going to the APA Website: www.apa.org

Ergonomically Sound Chair

A fellow Division 21 member has a friend who is shopping for an ergonomically sound chair to use with a computer desk. This individual is spending a lot of time at their computer, and needs a more comfortable chair. If anyone knows a good place to find ergonomic chairs, please contact Nan Anderson via email: na5@umail.umd.edu – Thank you!

New Book about Designing for Older Adults

The membership might be interested in knowing about a new book authored by the Center for Research and Education on Aging and Technology Enhancement (CREATE) team, composed of Arthur D. Fisk, Wendy Rogers, Neil Charness, Sara Czaja, and Joseph Sharit. The book is entitled,

*Designing for older adults: Principles and creative human factors approaches.*

This new guide provides a practical introduction to human factors and the older adult. It considers the subject primarily from an engineering psychology perspective. It shows how current understanding of age-related issues of perception, cognition, and movement control can be applied in practice, and provides a reference source with guidelines and advice for design issues ranging from lighting, computer input device selection, and web site design, to training program development and work task design. It draws on research-oriented work and presents this in a form which can be used by the broad audience of product designers, health care practitioners, managers, and others who need answers to problems and require sound recommendations for design.


New Publication about Behavioral Effects of Lighting

Div 21 member Jennifer Veitch sends the following information about a new publication on a hot topic: the health and behavioral effects of light and dark.


Information on how to order this document is available at:

http://irc.nrc-cnrc.gc.ca/fulltext/nrcc46975/

Abstract

The non-visual biological and behavioral effects of light in animals and humans are mediated by specific neuroanatomical pathways. Controlled empirical studies have shown that light can be used to treat some clinical disorders and may have broader, non-clinical applications for problems of shift work and jet lag. Studies are testing how lighting may be incorporated into architectural designs that are optimal for vision as well as physiological and behavioral stimulation.
National Ergonomics Month (NEM) in October has been designated as a time to focus on promoting the field of ergonomics to corporate executives, students, and the general public, by disseminating information and providing service to the community. Human factors/ergonomics (HFE) students in particular, must work to increase the general public’s awareness of our discipline, to ensure that they will be able to embark on a successful career in this field. Toward this end, the Old Dominion University (ODU) Student Chapter of the Human Factors Ergonomics Society (HFES) organized and implemented their own NEM Action Plan for 2003. Under the supervision of their faculty advisor, Dr. James P. Bliss, these determined students undertook a series of activities to enthusiastically promote the HFE field through community outreach. Several members of the ODU Student Chapter actively participated in this effort, including former student chapter president Ellen Carpenter, and members Carlotta Boone, Nathan Bailey, Ernesto Bustamante, Elizabeth Schmidt, Ian Reagan, and Matthew Risser. Below is a summary of their NEM 2003 Action Plan, as prepared by their current student chapter president, Corey Fallon.

Sharing the Knowledge of Human Factors and Ergonomics through a Safety Slogan, NEM Presentations, and Habitat for Humanity

Corey Fallon
Old Dominion University

Old Dominion University’s HFES Student Chapter NEM 2003 Action Plan consisted of three phases, as described next. Our target audience included the campus community, local high school students, and the Norfolk, VA, community that directly borders our campus.

Phase One - Campus Community
During Phase One, we focused on our immediate campus community. The ODU HFES Student Chapter created a workplace safety slogan and entered it in the University’s Safety Committee’s Slogan Contest, as part of ODU’s Workplace Safety and Health Program. Our entry, “You Can’t Rewind a Workplace Accident: Prevent the Worst – Think Safety First!”, highlighted the importance of safety and the role that HFE plays in ensuring workplace safety. In addition to our submission, we included our rationale for the selected slogan, icons, and colors. First, we reinforced redundancy and dual coding by including both words and icons to display the main actions of our slogan, “rewind” and “can’t.” Second, we used familiar icons, such as the rewind button, which evokes a first-person action schema for all readers of the slogan, and the circle with the line across it, which is universal for “not allowed.” Third, we used a red color font, which is a well-known color-coding scheme for danger in signals and warnings, to draw people’s attention to the slogan. Fourth, we used adequate font sizes and sans serif characteristics to enhance the readability of our message. Lastly, our slogan contained three action words, rewind, prevent, and think, with the goal of encouraging people to internalize the message of our slogan and take further action.

Our slogan submission was successful, and we were one of the three winners of the contest. As a result, our safety slogan was reproduced and displayed throughout campus. In addition to this, we used the opportunity at the awards announcement to introduce our field of study to...
other members of the academic community. In this way, we were able to educate the Safety Committee and campus community about the role that HFE plays in developing and displaying effective warnings, and we were able to fulfill our goal of heightening the campus community's awareness of our discipline.

Ellen Carpenter and Dr. Scott Harrison holding up ODU's student chapter's winning entry.

Phase Two- Norfolk Collegiate
Phase Two of our NEM Action Plan was inspired by the fact that our chapter really values the exposure of the HFE field to students at the secondary education level. As such, we gave two presentations to a group of high school students at Norfolk Collegiate, a local college prep school. These high school students had taken or were currently enrolled in an AP statistics course, or had previously taken the AP psychology course. As requested by the faculty sponsors at Norfolk Collegiate, our presentations focused on the opportunities and different specialties within psychology, research methods, and statistics that psychologists typically use, and a more in-depth treatment of the HFE field. With respect to HFE, we discussed a number of focus areas including Aerospace Technology and Human Computer Interaction, providing specific research examples (e.g., Synthetic Vision at NASA Langley Research Center). As illustrated in the quote below, the response to our presentations was most favorable.

“Thanks for the great visit from you and Matt. The students needed a little break from the books to hear about how courses apply to the real world. We appreciate your time to come and share with us.”

Rick Davis
Statistics Teacher
Norfolk Collegiate

ODU student chapter members with their winning safety slogan.

Phase Three - Habitat for Humanity
This element of our NEM Action Plan captured both our chapter's desire to engage in community service AND educate the immediate Norfolk, VA community about HFE. Specifically, Phase Three involved reaching out to members of our community and drawing attention to the importance of HFE. Beginning in the spring semester of 2004, students from our ODU student chapter began to volunteer their time at...
one of the Habitat for Humanity build sites located in Norfolk, Virginia. Habitat for Humanity is a not-for-profit organization, which helps individuals in the process of building and owning their own home. Local and national companies sponsor the organization and the specific building sites, and also contribute many volunteers. In keeping with Habitat for Humanity’s motto, “We provide a hand-up, not a hand-out,” potential Habitat for Humanity homeowners are expected to help build their home and other houses and to provide a down payment as well as monthly mortgage payments.

Our student chapter coordinated with our University’s Habitat for Humanity organization. As volunteers, we participated in many of the house building activities, from framing to securing the foundations. As we labored away, we also had the opportunity to talk with some of the other volunteers, making note of potential ergonomic issues that volunteers face. Working side by side with other volunteers also afforded us the ability to communicate information about our organization and to stress the importance of HFE.

Environment Recommendations
1. The temperature may fluctuate during your volunteer shift. Try to dress in layers, and bring an extra set of clothes according to the season.
2. Avoid wearing dark clothing on hot summer days.
3. Bring plenty of water with you, as well as some snacks.
4. Take water breaks often – don’t wait until you feel thirsty!
5. Don’t be fooled. You also need to stay hydrated in colder weather.

Equipment Recommendations
1. Provide a chair with a headrest, so volunteers can take a break.
2. Alternate between sitting and standing positions.
3. Place bins and containers within easy reach, to avoid bending and twisting the arm and back.
4. When possible, select hand tools that are lightweight and do not require pinching grips.
5. When possible select tools that do not transmit vibrations.
6. If vibrating tools must be used, have energy-absorbing material.
7. When using hand tools keep the wrist straight.

Lifting Recommendations
1. When lifting needs to be done, try to perform it between the knuckle and shoulder height.
2. If you are not used to lifting, do not attempt to perform difficult lifting or lowering tasks.
3. Test the weight before trying to move it. If it is too bulky or heavy, get someone else to help.
4. Get the object close to the body before lifting. Place the feet close to the load. Stand in a stable position, and have the feet point in the direction of movement.
5. Involve primarily straightening of the legs in lifting.
6. Do not twist the back or bend sideways.
7. Do not lift or lower the object with the arms extended.

In addition to our time, we submitted the following safety recommendations to the local Habitat for Humanity Chapter. These recommendations follow ergonomic principles and will help to ensure volunteer safety during the building process.
Summary
The primary goal of our NEM 2003 Action Plan was to share our knowledge and understanding of the HFE field to ODU’s campus and to the surrounding community. In Phase One, we sought to raise awareness about the relationship between workplace safety and HFE principles, educating the campus Safety Committee about warnings and displays through the rationale for our safety slogan entry. In Phase Two, our objective was to increase awareness of our discipline through presentations to local high schools (e.g., Norfolk Collegiate), providing secondary school students with exposure to the field prior to their college selection. Finally, our Habitat for Humanity involvement in Phase Three fulfilled our mission for community service and provided us the opportunity to educate other volunteers about the role of HFE in the safety and efficiency aspects of house building. Overall, we believe that we accomplished the goals we set forth for NEM, and look forward to NEM 2004.

About the author:
Corey Fallon is a second year student in the Human Factors Psychology Doctoral Program at Old Dominion University. He works as research assistant and is currently completing his thesis under the direction of Dr. James P. Bliss.

Division 21 Survey Results

By Doug Griffith

We received 43 surveys for an overall response rate of 9%. The response rate for the different membership categories was: Fellows (18%), Members (7%), Students (2%), Associates (7%), and Affiliates (1%). Within the survey sample received, the breakdown was as follows:

Fellow 53%  Member 40%  Associate 2%  Affiliate 2%  Student 2%

Forty-one respondents indicated their type of employment as follows:
Academic 44%
Government 12%
Not-For-Profit 2%
Industry 12%
Independent Contractor 29%

Unfortunately, an explicit “Retired” category was not among the response alternatives offered. Given the demographics of our Division, this is especially unfortunate. Those who were retired either did not respond, gave their last pre-retirement status, or responded that they were independent contractors.

When asked if future editions of the Division Newsletter should be print or electronic, 31% responded print and 69% responded electronic (n=42). Transitioning to an electronic format for the newsletter should not only result in reduced costs for the Division, but should also increase the timeliness of our communications.

A clear majority (65% to 35%) indicated that they wanted to continue receiving the Journal of Experimental Psychology: Applied as a membership benefit.

The idea of publishing proceedings from the annual meeting was also floated in the survey as a possible means of attracting more people to the annual meeting, especially if they were planning on presenting papers. However, only 23% indicated that they would be interested in purchasing such proceedings.
The breakdown of responses to the question, Published Proceedings would increase the likelihood that I would submit a paper proposal for the annual meeting was

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The Journal of Experimental Psychology: Applied also appeared to be fairly well regarded

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The Mid-Year meeting received mixed reviews.

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Perhaps one reason for the mixed reviews for the mid-year meeting is that it is predominately localized to the Washington D.C. area. It has been popular in the D.C. area and even has been profitable on occasion. Besides continuing the meeting in its present format, two options could be considered. One would be to expand the mid-year meeting and invite speakers to attract more attendees from other parts of the country. Another would be to experiment with an on-line meeting format in which people could participate remotely.

The annual meeting does appear to be more popular than the midyear meeting, although the enthusiasm does not appear strong.
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Perhaps the most encouraging result from the survey was the absence of negative sentiment towards the Division.

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Given the small response rate, one must exercise caution in generalizing to the Division as a whole. This response rate does not compare favorably with that obtained from previous surveys. A survey regarding the 1983 name change to our current name had a 26% return rate (Parsons, 1999). In any case, it provides data for consideration by the Executive Council.

Please provide any ideas you have for improving Division 21, and making it more appealing to new members.

Many good ideas were received; too many, in fact, to do them all justice in the space available. For purposes of organization, I am going to break them down into two categories: technology-oriented, and general.

Technology-oriented Comments

“The value of any collegial organization is the possibility of connecting to others with similar interests. This has to be set against the cost of travel to meetings. It means that the newsletter, web page, and e-mail links are the principal vehicles for creating a sense of community, which is what members mostly want. If the newsletter goes electronic, please stop formatting in 2 columns, so that it is more readable on screen.”

“Target students. Conduct email campaigns to invite members of other APA divisions and psychologists in HFES.”

“Supply JEP electronically rather than print editions. This will permit reducing the dues and save a forest of pines. It offers a wonderful opportunity to be environmentally responsible and economical at the same time. Besides, I’m running out of shelf space.”

“Get access to JEP: Applied via internet only, as a benefit.”

General Comments

“There may be members of the HCI community who would be interested in affiliate status in Division 21 if they were aware of it.”

“Need to increase value of membership (e.g., more relevant journal, published proceedings, opportunities for exchange of scientific knowledge).”

“Need to attract more students and early career professionals by offering more benefits such as mentoring and networking opportunities.”

“Need to get existing members to care about the Division’s future, to get more involved in the Division’s affairs (e.g., mentoring program,
holding office, submitting proposals to Annual Meeting)."

“Publicize the career opportunities available to applied experimental and engineering psychologists.”

“I’m astonished to find out that I am one of only six members under age 35. Perhaps membership would be more attractive if it were more functional. For instance, if some sort of credentialing were obtainable (or instructors/guidance on credentialing). Human performance assessment, training and credentialing are topics of interest to any Navy Civil Service at present. Maybe Division 21 could speak to this interest, and build membership as a consequence of this function.”

“People aren’t friendly to those they don’t know at the Annual Meeting—they all go off in their own groups. Networks can seem closed. No one asks new people to go to dinner, have a drink, etc. So, there needs to be life and fun in the Division. People will want to join a fun group. Invite interactions via email, Division monographs. Division 21 (as other Divisions) seems to have no purpose. Pull members for issues, lobbying, not just to fund research, but for something everyone can identify with.”

Conclusion
The survey resulted in valuable input. Some actions are already being taken in the directions indicated. It is hoped that the Division Leadership will continue to make use of these results in the future governance of the Division. Thanks to all who participated in the survey.

Reference

From the Editor: Get Involved!

When I decided to take on the position of Editor for Division 21 last year, I did so with the intent of getting more involved with the Division, and with the hopes of getting to know more of my colleagues. As the typical graduate student, I simply can not afford to attend all of the conferences of the various professional organizations I belong to. Thus, the only way for people like me to get to know our colleagues in Division 21, is via other communications. Henry Emurian does an excellent job with our Division 21 website, [http://www.apa.org/divisions/div21/](http://www.apa.org/divisions/div21/) and the listserv, and I encourage us all to take advantage of such resources. Our website offers up-to-date Announcements, a Member Discussion Board—which we can use to collaborate on research projects, or just to get to know one another a little better. We also have access to the Member Directory, Job Postings, and information about other ways to get involved in the Division, such as the Mentorship program. I believe that we need to act as a group, to come up with ways to increase the perceived value of membership, and get more student involvement. The Student Spotlight column in our Newsletter, and the Mentorship program are efforts toward this endeavor, but we still need more interaction between students and members who have established careers in our field. Have an idea that you think could help build “Community” among members? Share your idea with the membership by posting it on our Discussion Board, or email the division President. Let’s make 2004 a year to take action, and come together as a community!
By Doug Griffith

Division 21 needs new members. Young members are especially in demand. Perhaps a good place to look is in the 2002 Summary Report of Doctorate Recipients from United States Universities (www.norc.uchicago.edu/issues/docdata.htm). According to the survey there were 3,199 doctorates awarded in psychology in 2002. That number is broken down by subfield. Considering the subfields most closely related to engineering and applied experimental psychology, the numbers break down as follows:

- Experimental: 112
- Cognitive & Psycholinguistics: 121
- Industrial & Organizational: 154
- General Psychology: 150

Thus, there are at least 537 potential new members for Division 21. How can they be recruited?

The Industrial and Organizational doctorates already have an applied orientation. Moreover, they belong to a well recognized field of psychology. What could Division 21 membership offer them? I think Division 21’s intimate relationship with technology could be the attraction, but Division 21 needs to position itself as the technology division within APA.

General psychology doctorates are to be commended for their broad interest in the field, but they need focus. What better focus than the issues of people and technology? General psychology doctorates along with Experimental doctorates and Cognitive & Psycholinguistics doctorates are primarily, if not exclusively interested in basic research. Although a concentration on basic research is commendable, there are risks particularly when the concentration is exclusively on basic research.

Let me relate a personal anecdote. I did an undergraduate honors thesis at Ohio State University on a topic that involved paired-associates learning with nonsense syllables. When I returned to graduate study at the University of Utah two years later after a brief sojourn in the U.S. Army, the general area of paired-associates learning using nonsense syllables had become somewhat of a joke. Faculty joked about previous efforts in this area now that they had seen the light of the cognitive revolution. Shortly before I received my doctorate, I read Allan Newell’s (1973) “You Can’t Play Twenty Questions with Nature and Win”. Newell argued that much research in experimental cognitive psychology was characterized by the formulation of dichotomous positions. Much research is done, some supporting position A and debunking position B, other research supporting position B and debunking position A. Typically these questions are not definitively answered and researchers move on to the next theoretical dichotomy of interest. I was impressed by Newell’s insight and was naïve enough to think that he would alter research approaches. It would appear that many researchers are still playing twenty questions with nature and losing. In basic research there is the risk that a chimera is being pursued. In applied research the problem is almost always real. The best approach is to keep a foot in both worlds.

Reference
Representative to APA Council Report

By Henry L. Taylor, Division 21 Council Representative

The Council of Representatives met at the Capital Hilton Hotel, Washington, D.C. February 20-22, 2004. A plenary session of council was conducted February 19, 2004, prior to caucus/coalition meetings; the consent agenda was approved. There were also caucus meetings on February 19, 2004. I attended CASAP, the Coalition for Academic, Scientific, and Applied Psychology (I serve as the Div 21 representative to CASAP). Caucus for the Optimal Utilization of New Talent (COUNT) and the Women’s Caucus.

2004 Final Budget

- The Council approved the 2004 final budget of $89,726,500 with a surplus of $ 642,700. As the APA annual budget approaches 90 million dollars/year in revenue; 61% of this revenue comes from publications office, and 16% from dues. In terms of expenditures, 43% of the costs are salary and benefits, with the next highest expenditures being production (10%) and space occupancy (9%).
- In 2003 APA ended up with a surplus of $173,000 in contrast to the prior two years (2001 and 2002) in which APA ended the year with a deficit of $5.9 and $1.3 million dollars respectively.
- At the end of 2003, APA gave each staff member a bonus of $750.
- The APA long-term portfolio is now up 37%, with the rebound of the investment market.
- There has been an $11 increase in member dues for 2004. Within the 2004 budget is Membership Recruitment and Retention Fund of $83,800, one-third of which is to be targeted to recruitment of ethnic minority students to psychology.
- Revenue streams are changing – membership is beginning to show a slight decline, after some peak years in the latter 1990’s. Subscriptions and electronic revenue streams are also changing; this year for the first time, electronic revenues exceeded print subscription revenues.
- As part of the final budget Council approved allocations of Discretionary Funds for the following specific activities: Ad Hoc Committee on Early Career Psychologists ($12,000); Assessment of Competencies in Professional Education and Training ($9,300); Coalition for Psychology in the Schools ($12,300); Initiative on Regulatory Issues in Human Research ($15,000); and Working Group on Same Sex Families and Relationships ($9,000).

Presentation by Diane Halpren, APA President

D. Halpern described three initiatives for focus during her Presidency –

- Work and Family Initiative
  Creation of an empirically-based work-family data base which provides the best evidence about good practice for employers regarding supports for working families (family friendly work and work stress reduction policies that are fiscally sound).
- Retiring Psychologists’ Initiative
  APA needs to find out what information retiring psychologists’ need, and how to develop structures that will keep them involved; these are member retention and the aging cohort will affect budget issues, as every APA GROUP. (An example is increasing relationships between retiring and early career psychologists through mentoring relationships at the state or divisional level, etc.)
- Translation of Psychologically-Sound Materials to Understand and Reduce Prejudice
  Make quality materials about prejudice available in multiple languages on the Internet.
• APA CEO Report (Norman Anderson)
  o Budget Deficit/Surplus
  There have been APA budget losses from 1998 through 2001, with 2001 being the most significant loss of over six million dollars. In 2002, losses were brought back in line (one million + in losses) with a significant staff reduction. In 2003, we had a balanced budget (with a very slight surplus), and are projecting the same in 2004.
  o APA 2003 Staff Bonuses
  In 2003, staff bonuses were provide in recognition of additional workload.
  o 2003 Central Office Reorganization
  Purpose was to create a more logical group of functions; for example, all governance functions were centralized under the CEO’s office. Several functions that were in Central Programs and also in Publications and Databases were moved into a unit now called, “Publications and Member Communications.”
  o CEO’s Vision/Points of Emphasis
  Increase non-dues revenue; increase the public’s understanding of psychology, but also its demand for what we have to offer; ensure that psychology (and APA) can meet the practice and science needs of a multi-cultural nation and world; help psychology to expand its role and increase its influence; and take care of staff to retain skilled people.
  o Plan to Involve Governance Members in Plan Implementation
  The action items in the plan will come from governance members, in an effort to recognize and access the talents within the governance group, generalize the emphasis across the Association units, and localize the ideas so that suggestions are specific to the expertise of a particular board and committee.
  o New APA Executive Director for Science
  Dr. Steven Breckler, currently of the National Science Foundation and formerly of Johns Hopkins University, has been appointed as the new APA Executive Director for Science.

Press Reporting of Ray Fowler’s Retirement Package Compensation
Jack McKay, APA CFO, commented on the February 20th reporting on top salaries at Washington trade and interest groups by the National Journal and the Washington Post. The Post article was misleading since it included the total compensation retirement package for Ray Fowler. The COR discussed the specific facts of the total compensation package ($2,218,914) as follows -- 2002 salary and benefits $364,172; payout for contract (2.5 years), $941, 571; deferred compensation (1989-1996) $476, 374; end of contract leave $436, 797. The only amount which fell totally within the termination year that was the 2002 regular salary and benefits amount ($364,172) was the payout of contract obligations (2.5 years) of $941, 571. The Council endorsed this decision. A detailed announcement will be provided to Council members to share with their colleagues.

Psychological Issues in the Increasing Commercialization of Childhood
Council approved the Report of the APA Task Force on Advertising on Children – Psychological Issues in the Increasing Commercialization of Childhood: Psychological Implications of Commercialism in Schools. For further information, contact Mary Campbell of the APA Public Interest Directorate. Council also approved a set of recommendations from this Task Force, which included such items as restricting advertising primarily directed to audiences of young children, conducting research, investigating ad processing, provide public education, encourage more rigorous industry self-regulation, develop media literacy curricula, and restrict school-based advertising that targets young children.
Breakout Groups to Brainstorm Specific State/Division Priority Issues

Council had two breakout sessions. The first was to facilitate a discussion on state and division priorities. The second session concerned one of the following topics of: education, practice, public interest, science, finance, or association; this will be replicated in future Council meetings. I attended the finance session.

Report on Presidential Freedom Initiative on Mental Health

Citations went to Drs. Larke Nahme Huang and Deanna Yates for their report entitled *Achieving the Promise – Transforming Mental Health Care in America* (available from APA).

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**Joint Mid-Year Meeting Another Rousing Success**

**Dr. Mike Matthews, USMA**

APA’s Division 21 (Applied Experimental and Engineering Psychology) and Division 19 (Military Psychology) joined forces once again this year to host a very successful mid-year scientific meeting, March 4 and 5 at historic Fort Belvoir, Virginia. The theme of this year’s meeting was *Engineering and Military Psychology: Improving Lives and Enhancing National Security*. Over 300 participants heard presentations and posters on the latest research and thinking in this area. The symposium was also co-sponsored by the Potomac Chapter of the Human Factors and Ergonomics Society.

The three co-sponsors of this meeting all view it as an important opportunity for both graduate and undergraduate psychology students to hear and interact with some of the top researchers in the field, as well as present their own work. Once again this year, student participation was very strong, with multiple student papers from University of Central Florida, George Mason University, Old Dominion University, North Carolina State University, Catholic University, Aston University (United Kingdom), and the Naval Post-Graduate School. Cadets from the U.S. Air Force Academy and U.S. Military Academy-West Point contributed a total of 18 papers and posters. Attendees also heard an APA Science and Policy update from Heather Kelly, APA Senior Legislative and Federal Affairs Officer, and Dianne Maranto, APA Director of Psychology in the Workplace.

Dr. John Ruffner, Program Chair, expressed his appreciation for the high level of interest and cooperation among the planners and participants in contributing to the symposium’s success. Dr. Mike Matthews, co-chair for the 2004 meeting, was extremely pleased with the breadth and depth of participation from students and professional psychologists: “The number and quality of undergraduate and graduate papers was the best yet, the research presented by the human factors and military psychology professionals addressed state-of-the-art issues. We are also happy to see growing international interest in the conference.” Conference attendees and participants included international scholars from Singapore and the United Kingdom.

Among the paper highlights was an analysis of safety signals used by the Department of Homeland Security, by Christopher Mayhorn, Michael Wogalter, and Jennifer Bell of North Carolina State University. This exciting research represents the first empirical examination of the validity of these symbols. Also, Tim O’Neill, Matt Swiergosz, and Michael Matthews presented results of their research on a new camouflage pattern for Marine Corps vehicles, a technology that may substantially improve the survivability of such vehicles in combat.
Division 19 continued its tradition of granting awards for the best student papers in several categories. According to Paul T. Bartone, Ph.D., President of Division 19 (Military Psychology), “Reaching out to students and welcoming them into our professional scientific community is one of the most important things we do with these meetings. This year, I think we can say we definitely succeeded.” Each winner received a Certificate of Recognition and a $100 Honorarium. This year’s winning student papers were:

“Big Five Personality Traits and Transformational Leadership at the United States Air Force Academy.” Mathew K. Linford, Gloria A. Moran, LTC Robert J. Jackson, and Craig A. Foster, United States Air Force Academy, Boulder, CO (Best undergraduate paper).


“Monitoring Soldier readiness with the Army's Fitness for Duty computer during physical activity and workstation performance.” Amanda M. Buchholz, Amy Patel, and James Ness, United States Military Academy, West Point, NY (Best undergraduate poster).

“Making inferences from graphs.” Raj M. Ratwani, Gregory Trafton, and Deborah A. Boehm-Davis, George Mason University (Best graduate poster).

Planning for next year’s conference is already underway. A call for papers should be available on the Division 19 and the Division 21 websites by the first of October. Those wanting to know more about the conference may contact the 2005 program co-chair, Dr. Michael Matthews, at 845-938-3696 or at Mike.Matthews@usma.edu.

Call for Ergonomics in Design Manuscripts

Ergonomics in Design is inviting submissions of manuscripts relevant to a practice-oriented audience of human factors and ergonomics professionals. Submissions from academic, business, military, and government sources are encouraged. The following types of manuscripts will be considered:

- Case studies, particularly those demonstrating the use of new tools and methods or the application of more traditional tools and techniques in nontraditional settings.
- Methodology primers or critiques.
- Studies of professional issues such as ethics, professional credentialing, interactions with related professions, and the marketing of human factors/ergonomics services.
- Literature reviews that summarize human factors and ergonomics principles relevant to the design of a particular class of products or processes.

Ergonomics in Design is a peer-reviewed journal published quarterly by the Human Factors and Ergonomics Society. For more information, including an author’s guide and sample articles, go to http://hfes.org/Publications/EID.html. Authors who would like to discuss manuscript ideas are encouraged to contact the editor, Melody Carswell, at cmcars00@uky.edu or the managing editor, Lois Smith, at lois@hfes.org. Electronic manuscripts should be submitted to jeremy@hfes.org.
112th Annual Convention of the American Psychological Association
Honolulu, Hawaii
July 28 – August 1, 2004
Division 21 - Applied Experimental and Engineering Psychology
Meeting Schedule

Tuesday, July 27th
0800-1050 Division 21 Executive Committee Meeting

Wednesday, July 28th
0900-0950 Human Factors and Cognitive Research Pot Pouri (Poster Session)
Retrospective Reports of Organizational Commitment after Russian Military Downsizing
Jessica Kwong, Ph.D., The Chinese University for Hong Kong

Self-Contained Atmospheric Protective Ensemble Suit Study at Kennedy Space Center
Jessica Mock, M.S., University of Central Florida and Paul Hollis, B.S., United Space Alliance

Assessing Text Entry Requirements and Designs for Next Generation Devices
Marita O’Brien, M.S., Mark Richman, Wendy Rogers, Ph.D., and Arthur Fisk, Ph.D., Georgia Institute of Technology

What Do We Know About Teams? A Practical Framework
Heather Priest, M.S., Shawn Burke, Ph.D., Eduardo Salas, Ph.D., and Clint Bowers, Ph.D., University of Central Florida

Alternatives to Grouping Individuals in the Analysis of Individual Differences Data: Applications to Optimism and Pessimism
James Szalma, Ph.D. and Peter Hancock, Ph.D., University of Central Florida

Patterns of Aggressive Behavior Among College Students
Mustapha Mouloua, Ph.D., University of Central Florida

1000-1150 Spatial Perception, Spatial Cognition: Mapping the Self and the Environment
(Symposium Co-sponsored with Division 6)

Exploration and Spatial Cognition
Catherine Thinus-Blanc, Ph.D., Laboratory of Neurophysiology and Neuropsychology, EMI-U Institut National de la Sante et de la Recherche Medicale, France

The Development of Place Learning in Comparative Perspective
Nora Newcomb, Ph.D., Temple University

Very Yong Children’s Use of Spatial Symbols
Judy DeLoache, Ph.D., University of Texas
In the Beginning, There Was Spatial Cognition: An Evolutionary Tale of Chimpanzee Sex Differences  
Sally Boysen, Ph.D., Ohio State University

Left-Right Discrimination, Mirror Self-Recognition  
William Hopkins, Ph.D., Berry College

Parietal Mechanisms of Plasticity and Extensibility of Body Schema with Tool Use in Monkeys  
Atsushi, Iriki, Ph.D., Tokyo Medical and Dental University

Signal Integration in Perception and Spatial Cognition in Real and Artificial Organisms  
Angelo Arleo, Ph.D., Sony Computer Science Laboratory

Spatial Behavior and Cognition in Small-scale Versus Large-scale Space  
Francine Dolins, Ph.D, Polytechnic University

1300-1350 Division 21 President’s Choice Address  
Imperfect Automation: The Allocation of Attention, and the Influence of Alert Criteria  
Christopher Wickens, Ph.D., University of Illinois

Thursday, July 29th

0800-0950 Human Factors in Transportation Research  
Toward a Theory of Driving: From Gibson through Rasmussen  
D. Alfred Owens, Ph.D., Franklin & Marshall College

Driver Distraction: An Experimental Analysis  
Mustapha Mouloua, Ph.D., Peter Hancock, Ph.D., Edward Rinalducci, Ph.D., University of Central Florida

Attitudes of Police Officers Toward Seat Belt Use While on Duty  
Shawn Stafford, B.A., Tal Oron-Gilad, Ph.D., James Szalma, Ph.D., Karen Delossantos, Peter Hancock, Ph.D., University of Central Florida

Incremental Transfer of Training Effectiveness of a Personal Computer Aviation Device (PCATD) and Flight Training Device (FTD)  
Henry Taylor, Ph.D., Donald Talleur, Tom Emanuel, and Esa Rantanen, Ph.D., University of Illinois

Trying to Predict the Future: Where Technology Fails the Pilot  
Melanie Diez, M.A., Deborah Boehm-Davis, Ph.D., and Lance Sherry, Ph.D., George Mason University

Effects of Spatial Cueing Errors on Automation Trust and Operator Performance  
Julian Goh, M.S., and Douglas Wiegmann, Ph.D., University of Illinois
1000-1150 Division 21 – 2003 Award Winner Addresses

Franklin V. Taylor Award Address
Using Cognitive Modeling to Understand Performance in the Aviation Domain
   Deborah Boehm-Davis, Ph.D., George Mason University

Earl A. Alluisi Award Address
Still Living in the Dark Ages: Human Factors Aspects of the 2003 East Coast Blackout
   Douglas Wiegmann, Ph.D., University of Illinois

George E. Briggs Award Address
The Development of Perceptual-Cognitive Expertise
   Paul Ward, Ph.D., Mississippi State University

Friday, July 30th

0800-0950 Effects of Individual, Group, and Cultural Differences on Human Performance

   The Influence of Dispositional Optimism and Pessimism on Task Engagement for Spatial and Temporal Discrimination
   James Szalma, Ph.D., Jennifer Ross, B.A., and Peter Hancock, Ph.D., University of Central Florida

   Designing a Web Interface Based on Cognitive Style Scores
   James Redmond, Ph.D. and Adrian Parkinson, Ph.D., Trinity College

   Cultural Influences on Dynamic Decision-Making
   Dominik Guess, Ph.D. and Emma Glencross, B.A., University of North Florida

   The Age-Related Effects of Training on Learning Complex System Structures
   Jamye Hickman, B.A., Wendy Rogers, Ph.D., and Arthur Fisk, Ph.D., Georgia Institute of Technology

   The Influence of Interface Agent Consistency on User Perceptions of Predictability
   James Cotton, B.S. and Florian Jentsch, Ph.D., University of Central Florida

   Improving Individual Fatigue Management Strategies Through the use of Education and Training
   Patrick Sherry, Ph.D., Karen Philbrick, Ph.D., Nazanin Bahraini, M.A., and Dawn Graham, M.S., University of Denver

1300-1350 Succeeding in Today's High Tech Marketplace: Jobs, Internships, Networking, and Mentors
   (Discussion)

   Chaired by Haydee M. Cuevas, B.A., University of Central Florida
   Discussion with Barry Beith, Ph.D., HumanCentric Technologies, Inc.; Deborah Boehm-Davis, Ph.D., George Mason University, Wendy Rogers, Ph.D., Georgia Institute of Technology; and David Schroeder, Ph.D., FAA Civil Aerospace Medical Institute
1400-1450  Division 21 Business Meeting

1500-1550  Division 21 Presidential Address
          What Would Licklider Think About Engineering Psychology Today?
          Douglas Griffith, Ph.D., General Dynamics

1600-1750  Division 19 & 21 Social Hour (actually 2-hour)

Saturday, July 31st

0800-0950  Older Adults and New Technology: Creating Usable Systems (Symposium)

          Chair
          Neil Charness, Ph.D. Florida State University

          Older Adults and the Use of Technology: Findings from CREATE
          Sara Czaja, Ph.D., University of Miami College of Medicine

          Videoconference Administration of Neuropsychological Tests to Younger and Older Adults
          Michael Tuffiash, M.A., Florida State University

          Towards Understanding Components of Age-Related Differences in Menu Navigation
          Wendy Rogers, Ph.D., Georgia Institute of Technology

          Discussant
          Barry Beith, Ph.D., HumanCentric Technologies, Inc.

1200-1250  Human Factors in Patient Safety

          Instructions for Chronic Heart Failure Medication: Validation by Patient Preferences
          Daniel Morrow, Ph.D., University of Illinois; Michael Weiner, M.D., Indiana University School of Medicine; Douglas Steinley, M.S., University of Illinois; James Young, M.S., Wishard Health Services; and Michael Murray, Purdue University

          Automated Technology and Patient Safety: A Case Study
          Katherine Wilson-Donnell, M.S., Heather Priest, M.S., Shawn Burke, Ph.D., Cameron Klein, M.S., Dana Sims, M.S., and Eduardo Salas, Ph.D., University of Central Florida & Robert Wears, M.D. and Shawna Perry, M.D., University of Florida Health Science Center

          Developing a Model to Predict the Success of Clinical Technology Implementation
          Kuang-Yi Wen, M.S., Center for Health System Research and Analysis
Sunday, August 1st

0800-0950  Team Performance in Complex Systems: Human-Human and Human-Automation Interaction

Failures of CRM in Commercial Aviation Accidents: What’s Behind the Failures
   Terry von Thaden, M.S., and Douglas Wiegmann, Ph.D., University of Illinois

Critically Examining CRM Training’s Effectiveness: An Update, Extension, and Needs
   Katherine Wilson-Donnelly, M.S., Shawn Burke, Ph.D., and Eduardo Salas, Ph.D., University of Central Florida

Patterns of Team Communication: Are All Teams Created Equal?
   Heather Priest, M.S., Joseph Guthrie, M.S., Shawn Burke, Ph.D., Clint Bowers, Ph.D., Eduardo Salas, Ph.D., Laura Milham, M.S., University of Central Florida

Development of COTS Testbeds: Examining the Performance of Teams Under Stress
   Joseph Guthrie, M.S., Heather Priest, M.S., Kia Asberg, B.S., Shawn Burke, Ph.D., Eduardo Salas, Ph.D., Clint Bowers, Ph.D., University of Central Florida

Human/Computer Symbiosis 2
   Douglas Griffith, Ph.D., General Dynamics

Occasional Automation Failures on Easy Tasks Undermines Trust in Automation
   Poornima Mahavan, M.A. and Douglas Wiegmann, Ph.D., University of Illinois

1000-1150  Promoting Education within Synthetic Learning Environments

Chair
   Clint Bowers, Ph.D., University of Central Florida

A Framework for Technology-Enabled Learning Research
   Jan Cannon-Bowers, Ph.D., University of Central Florida

Simulation Tools to Support Knowledge Acquisition and Integration for Algebra
   Stephen Fiore, Ph.D., Steven Condly, Ph.D., Glenn Martin, M.S., and Art Cortes, M.S., University of Central Florida

Virtual Reality with Special Education Populations
   Jennifer Vogel, M.S., Kia Asberg, B.S., University of Central Florida

Creating Dynamic Learning Experiences in Students via Virtual Field Trips
   Haydee Cuevas, B.A., Jan Cannon-Bowers, Ph.D., and Stephen Fiore, Ph.D., University of Central Florida

Evaluating the Effectiveness of Synthetic Learning Environments
   Bobby Jeanpierre, Ph.D., University of Central Florida

Discussant
   Clint Bowers, Ph.D., University of Central Florida